

OUTCOME DEFINITIONS

Note: There is not an outcome for every situation. You may need to choose the closest outcome for the situation.

Return to Work Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
RTW1: Return to work, job of injury, same work pattern	All	The worker returns to work at the occupation at the time of injury, same work pattern.	No
RTW2: Return to work, new permanent job, employer of injury	All	The worker accepts the employer's offer of a medically-approved, permanent new job. This outcome includes modified work with the employer at time of injury.	No
RTW3: Return to work, temporary job, employer of injury	All	The worker accepts the employer's offer of a medically approved temporary job consistent with the work pattern at time of injury. Further vocational assessment may be needed if the temporary job ends or the worker has permanent restrictions.	No
RTW4: Return to work, permanent job with new employer	All	The worker returns to work with a new employer at a new or previously held permanent job.	No

Able to Work Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
ATW1: Full release for work no restrictions	EI, AWA	According to objective medical information, the worker can return to the time of injury job. This means either a job analysis of the time of injury job was approved; or the doctor determined that no work restrictions are needed.	No
ATW2: Full release for work, no restrictions	PD, PI	According to objective medical information, the worker can return to the job s/he was performing when injured. This means either a job analysis of the time of injury job was approved; or the doctor determined that no work restrictions are needed.	Dispute rights are given with this determination since the worker was previously found eligible for vocational services.
ATW3: Turns down employer of injury's offer of new permanent job	All	The worker did not accept employer of injury's offer of a valid, medically approved, permanent new job.	Yes
ATW4: Turns down employer of injury's offer of new temporary job	All	The worker did not accept employer's offer of a valid, new medically approved temporary job. Further vocational assessment may be needed if the temporary job is no longer available or it is learned that the worker has permanent restrictions.	No

Able to Work Outcomes (continued)

Outcome	Referral Type	Definition	Dispute Rights?
ATW5: Per WAC, employable due to no limitations	EI, AWA	According to objective medical information the worker has no physical or mental limitations/restrictions caused by the industrial injury. (An approved job analysis releasing the worker to the time of injury job is not necessary.)	No
ATW6: Per WAC, employable due to no limitations	PD, PI, Forensic	Objective medical information, obtained after the worker was found eligible for vocational services, shows the worker has no physical or mental limitations/restrictions caused by the industrial injury.	Yes
ATW7: Employable due to transferable skills	AWA, PD, Forensic	The worker has skills from education, work experience, hobbies, and/or volunteer work to perform and obtain the recommended job.	Yes
ATW8: Plan completion, employable	PI	The worker successfully completed the vocational rehabilitation plan authorized by the department.	No
ATW9: Plan not completed, employable	PI	The worker did not successfully complete the vocational rehabilitation plan. The VRC, however, recommends the worker is employable based on the worker's completed coursework and a supportive labor market survey.	Yes

Services Appropriate Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
SAS 1: Needs further assessment	EI	EI was completed and an AWA is recommended to assess the worker's ability to work.	No
SAS3: Eligible for plan development	AWA, Forensic	Based on medical and vocational information, the worker is eligible and likely to benefit from vocational services to become employable.	Yes

Services Not Appropriate Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
SNA1: Injured worker declines services	EI, AWA	The worker chooses to not participate in vocational services and signs a waiver indicating s/he understands the consequences. The vocational recommendation needs to include documentation of an occupational possibility that the worker could have benefited from if it were not for the unrelated barriers.	Yes
SNA2: Not ATW or participate in voc rehab due to industrial injury	AWA, PD, PI, Forensic	The accepted condition(s), along with the vocational information, permanently precludes the worker's ability to work or benefit from vocational services. This outcome should be staffed with the unit vocational consultant for concurrence before submission.	Yes

Services Not Appropriate Outcomes (continued)

Outcome	Referral Type	Definition	Dispute Rights?
SNA3: Not ATW or participate in voc rehab due to unaccepted conditions/factors	EI, AWA, PD, PI, Forensic	The unaccepted conditions or factors (not the injury or restrictions that were in place at the time of the injury) permanently prevent the injured worker from working or participating in vocational services. The vocational recommendation must include documentation of an occupational possibility the worker could have benefited from if it were not for the unrelated barriers. This outcome is also used for noncooperation or when the worker's own actions preclude participation in vocational services.	Yes
SNA4: Not ATW or participate in voc rehab due to a combination of the industrial injury and pre-existing conditions/factors	AWA, PD, PI, Forensic	The accepted condition and preexisting factors, along with the vocational information, permanently preclude the worker from working or benefiting from vocational services. This outcome should be staffed with the unit vocational consultant for concurrence before submission.	Yes
SNA6: Injured worker voluntarily retires	All	The worker chooses to leave the workforce and to not participate in vocational services. The vocational recommendation must include documentation of an occupational possibility the worker could have benefited from if it were not for retirement.	Yes
SNA7: Injured worker declines services	PD,PI	The worker chooses to not participate in vocational services and signs a waiver indicating s/he understands the consequences. The vocational recommendation needs to include documentation of an occupational possibility that the worker could have benefited from if it were not for the unrelated barriers.	Yes

Plan Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
PLN1: Plan submitted for approval	PD	The VRC recommends a vocational plan to the claim manager.	No
PLN7: Plan failed (VRC recommendation)	PI	The plan is no longer viable.	No

Forensic Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
FOR1: further clarification	Forensic	Not enough information exists to issue an outcome and additional medical/vocational information is needed. This outcome should be staffed with the unit vocational consultant before submission and is intended for referrals where the VRC is unable to recommend one of the following: services not appropriate, services are appropriate, or able to work.	No
FOR2: Injured worker moved out of geographic service area of VRC	Forensic	The worker changed locations and is unable to work with the assigned vocational provider.	No

FOR3: Assigned VRC no longer available	Forensic	The VRC leaves a firm where a payee provider relationship exists and the referral was made to either 1) the vocational firm or 2) a VRC who can no longer provide service in the geographical area.	No
FOR4: Clerical or administrative error	Forensic	CM cancels vocational referral because, for example, the referral was sent to the wrong service location, the wrong referral type was sent, the referral was sent to the wrong provider or the referral was sent on the wrong the claim number.	No

Administrative Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
ADM1: injured worker is medically unstable	EI, AWA, PD, PI	The worker is temporarily, medically unable to participate in vocational services for at least 90 days due to the injury.	No
ADM2: Pre/post unrelated issues temporarily preclude voc	EI, AWA, PD, PI	The worker is temporarily unable to participate in vocational services due to medical or other circumstances unrelated to the injury.	No
ADM3: Injured worker moved out of geographic area of VRC	EI, AWA, PD, PI	The worker left the service location of the current VRC; a new VRC is needed.	No
ADM4: Assigned voc counselor no longer available	All	VRC leaves the profession and is no longer accepting referrals. All referrals must be closed.	No
ADM6: Referral made in error	EI, AWA, PD, PI	CM cancels vocational referral because, for example, the referral was sent to the wrong service location, the wrong referral type was sent, the referral was sent to the wrong provider or the	No

		referral was sent on the wrong the claim number.	
ADM8: VRC leaves firm	All	The VRC leaves a firm where a payee provider relationship exists and the referral was either made to 1) the vocational firm or 2) a VRC who can no longer provide service in the geographical area.	No
ADM9: Worker deceased or cannot be located	All	The VRC is unable to make contact with the worker.	No
ADMA: VRC declines referral	All	VRC can send a referral back if there has been no billing.	No

The following outcomes in red are available to claim managers but are not available to VRCs.

Services Appropriate Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
SAS 2: EI completed; no AWA referral at this time	EI	EI completed but CM decides not to refer for assessment until additional information is obtained.	No

Services Not Appropriate Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
SNA5: At department's discretion, not eligible for voc services	All	CM reviews decision that vocational services are not appropriate when factors including, but not limited to, the worker's lack of participation in previous or current vocational efforts, indicate the injured worker is unlikely to benefit from vocational services. The vocational recommendation needs to include documentation of an occupational possibility the worker could have benefited from if not for the unrelated barriers.	Yes

Plan Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
PLN2: Plan approved	PD	The department agrees to authorize a vocational plan.	Yes

PLN8: Plan failed (CM outcome)	PI	The CM determines that the plan is no longer viable.	No
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Administrative Outcomes

Outcome	Referral Type	Definition	Dispute Rights?
ADM5: Lack of VRC progress	All	This outcome is used when the VRC demonstrates a lack of progress. It is not for use when the case is not making progress, in general, and the VRC is resolving or attempting to resolve barriers with documentation and/or action. CM should assign to a new VRC if a vocational referral is still needed.	No
ADM7: Fee cap reached	EI, AWA, PD, PI	VRC reaches fee cap for referral. CM re-refers to a different vocational provider, if a vocational referral is still appropriate.	No
ADMB: Vocational services terminated due to failure to participate	PD, PI	CM uses this outcome when an eligible injured worker is not cooperating with the vocational process.	No

****KEY:**

EI: Early Intervention
AWA: Ability to Work Assessment
PI: Plan Implementation
PD: Plan Development